

# TENTATIVE AGREEMENT

## City of San Bruno and San Bruno Management Employees Association (SBMEA) Amendment to the Memorandum of Understanding (MOU)

Pursuant to the provisions of the Meyers-Milias-Brown Act and the Memorandum of Understanding ("MOU") between the City of San Bruno ("City") and the City of San Bruno San Bruno Management Employees Association ("SBMEA"), this Tentative Agreement ("Agreement") is entered into on October 5, 2022, between the City and SBMEA as an amendment to the MOU. It is understood and agreed that the specific provisions contained in this Agreement shall supersede any previous agreements, whether oral or written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by the bargaining unit and contained in the MOU shall remain in full force and effect.

The City and SBMEA have met and conferred in good faith concerning the terms and conditions of this Agreement and its implementation and now therefore agree to the following amendments effective the first full pay period following this signed agreement:

### SALARY

Salary increases are retroactive to the first full pay period in January 2022:

CLASSIFICATION	2022 INCREASE Effective first full pay period in January 2022	2023 INCREASE Effective first full pay period in January 2023	2024 INCREASE Effective first full pay period in January 2024	2025 INCREASE Effective first full pay period in January 2025	TOTAL INCREASE
CATV CityNet Services Director	4%	3%	3%	3%	13%
Community & Economic Development Director	6%	5%	3%	3%	17%
Community Services Director	8%	3%	3%	3%	17%
Finance Director	6%	4%	3%	3%	16%
Human Resources Director	6%	4%	3%	3%	16%
Public Works Director	4%	3%	3%	3%	13%
Fire Chief	9%	8%	5%	3%	25%
Police Chief	9%	8%	5%	3%	25%

### VACATION

Annual vacation buyback option will be increased from 80 hours maximum to **160 hours maximum**.  
Vacation bank maximum accrual will be expanded from 280 hours to **300 hours**.

### MANAGEMENT LEAVE

One-time infusion of **50 additional Management Leave hours** for each SBMEA member will be granted in the first full pay period following City Council approval of this agreement.

This Agreement shall not be incorporated into a successor MOU unless mutually agreed upon by the parties.

### For the City of San Bruno

DocuSigned by:

*Geoffrey Rothman*

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Geoffrey Rothman, Chief Negotiator

10/5/2022

Date

### For San Bruno Management Employees Association (SBMEA)

DocuSigned by:

*Ryan Johansen*

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Ryan Johansen, Police Chief

10/5/2022

Date

DocuSigned by:

*Ann Mottola*

08086C615E740B...

Ann Mottola, Community Services Director

10/5/2022

Date